

## **Abstract**

The thesis deals with notice of termination of employment relationship. It aims not only to analyse current Czech legislation including existing case law, but also to outline possible proposals of amendments (*de lege ferenda* considerations). It consists of eight chapters. The first chapter is concerned with general issues of labour law – its concept and function, its role in legal system, its relation to civil law and directory or mandatory nature of labour law rules. The second chapter provides a basic analysis of further ways of termination of employment relationship, which are further legal acts leading to termination of employment (i.e. agreement on termination of employment, instant termination of employment, termination of employment during the probationary period), termination of employment on the basis of an official decision and termination of employment by legal events. The third chapter to the sixth chapter deals with current Czech legislation regulating notice of termination of employment and with further related issues – prohibition of notice of termination during protective period and exemptions from this prohibition (chapter 4), invalidity of notice of termination (chapter 5) and employer's obligations consequent upon termination of employment (chapter 6). The third chapter mainly focuses on reason for notice of termination of employment served by employer on employee. The seventh chapter compares German, Austrian and Slovakian legislation regulating notice of termination of employment. The eighth chapter outlines potential amendments to Czech legislation (*de lege ferenda* considerations) that should both contribute to more flexible employment market in the Czech Republic and preserve adequate protection of employees. The thesis reflects the legislation effective as from 1<sup>st</sup> January 2015.